
From: Florence Avognon <floavognon@gmail.com>
Sent: Wednesday, May 12, 2021 9:23 PM
To: info-POC
Subject: Suggested Site Visit Observations (Public Comment)
Attachments: Public Hearing - Certificated RIF Reports 2-20-2018 (1) (1).pdf; CompetencyDuardo.docx; Sitevists.pdf

CAUTION: External Email. Proceed Responsibly.

Thank you.

May 12, 2021

Honorable Commission Members,

I sincerely appreciated the opportunity to offer Public Comment in the previous meeting. Undoubtedly, my presence was extremely unwelcomed by the district. However, it is my contention that students within the Division of Student Programs deserve the most comprehensive academic program possible. As you consider visiting designated sites, I encourage you to assess key components.

- LACOE possesses a Curriculum and Instruction Division of experts, who often hold professional development events to enhance instruction. District educators throughout the county admire and rely on this expertise. [Curriculum & Instruction \(lacoe.edu\)](http://Curriculum%20and%20Instruction%20(lacoe.edu))
How has the Division of Student Programs established protocols to enhance/improve content proficiency for primarily elementary-credentialed teachers?
- Last year teachers were told that COVID-19 procedures allowed for the absence of SDC classrooms. A clear case in point- for months a General Education teacher was assigned a classroom with 80% SDC students and had never even seen any of their IEPs. Teachers were told that COVID-19 procedures allowed for this condition. **Do all sites have SDC classrooms and RSP services?**
- Recidivism is pervasive and despite multiple resources, there is little coordination in linking transition services to youth. **Are students provided academic options (GED/HiSet, Community agency referrals, Concurrent College enrollment, etc.) during enrollment and upon transitioning?**
- Instructional minutes remain at a limited capacity at several sites, while the district alleges that the asynchronous portfolio justifies the early release. **How are sites providing support to students as they access this content independently?**
- The district touts an essay-writing program as evidence of student progress, yet the state's ELA standards requires a writing-across-content approach. **If our classrooms struggle with content proficiency, how much rigor or evidence of comprehension is contained in the writing of these essays?**

These concerns have repeatedly been shared with district officials. These and many others. I remain concerned with the anti-intellectual approach that has permeated the Division of Student Programs. If one doubts my assertion, please see the attached resolution that I have never been able to overlook. In February of 2018, in establishing criteria for the **Reduction-in-Force**, the Superintendent signed off on a Board Resolution (See Criteria #6- Items 2-3) that essentially stated that children in juvenile halls and camps could be taught by less "competent" teachers than in specialized high schools. The school board approved and I objected (letter enclosed). I look forward to your leadership in transforming the lives of our students.

Sincerely,

Florence Abognon

Educator

To: Dr. Duardo, Superintendent
Brian Christian, LACEA President

From: Florence Avognon

Re: Competency Criteria

Date: March 7, 2018

Last Friday I held my initial Academic Bowl meeting. This orientation usually includes video footage of prior teams and online links to previous news stories on Phoenix Academy's successful endeavors in this event. Angelito, one of our new, brilliant, and ambitious young men was amazed to see Phoenix Academy captured in articles and online images. He simply assumed that he would be resigned to a treatment facility without any opportunity to truly enjoy his academic experience. He would subsequently look around the room and see my Los Angeles City College Distinguished Alumni Banner and various other plaques in the room. This session was productive, but the only memory I walked away with were the comments made by Angelito.

"Gosh, Ms. A., why would you want to teach us?"

"What do you mean?"

"You seem like a successful teacher. You could teach anywhere. Why would you want to teach us?"

I share this experience at a crucial time in our district. Angelito knows nothing about the personnel or budgetary issues impacting our schools, yet his comments were exquisitely timed. You see, last week I learned of the Competency Criteria outlined in our RIF Resolution. I felt dismayed, devalued, and disheartened by what this suggests. I sincerely wish I had known the date of the public hearing so that I could have shared these sentiments publicly. I trust that you will understand the need to submit this to both of you on behalf of the students I serve.

As a former LAUSD State Mentor Teacher, I came to LACOE to specifically serve this population. The Competency stipulation implies that highly effective teachers who opt to teach in juvenile settings are less "competent" than teachers in traditional schools. By adding this window of mandated experience (2011-2018) which is not referenced in the original Ed. Code, it appears The Office presumes that competency expires. ***All teachers*** have to keep pace with new developments and trends in their content area or fall behind, lose their competitive edge and place their students at a disadvantage. Undoubtedly, incompetence is not defined by instructional settings. Rather it is defined by professional readiness. Despite my primary title as an LST, I have frequently team-taught or guest-taught in the Social Studies classrooms or offered literacy support to those teachers. The Ed. code specifically states that the teacher has "training and experience necessary ..." Unless there is a close analysis of the individual training and experiences of a teacher- one cannot unilaterally label any teacher with equal credentials as "less competent". The juvenile court schools' status as Non A-G programs does not define me as a Non A-G Teacher and Columbia University did not contend that my M.A.T in Social Studies would expire.

The Office and LACEA may have also overlooked the possibility that there are teachers who teach in other programs outside of the District and unlike many Social Studies Teachers in traditional settings, they may have continued to engage in many professional development activities to maintain their efficacy as an educator. This month I have been asked to present to hundreds of other Social Studies Teachers at the Annual California Council for Social Studies https://ccss2018.sched.com/speaker/avognon_florence. In recent years, I have sat on the State Superintendent's Initiative for Social Studies, been a Facilitator for Michelle's Herczog's American History Grant, won the Azusa Pacific's Social Studies Grant, and served as one of the Nationally Certified Street Law Educators for the past five years. What's even more ironic is that I have actually been invited by an administrator to teach at LACHSA. I declined.

"Angelito, why wouldn't I want to teacher here?"

"I don't know. You could do better."

"No, Angelito. You could do better. This is why I teach here. So that I could meet you- here in this room- at this school and show you how to do better."

JCCS students deserve no less than LACHSA or IPOLY students. To suggest that JCCS teachers are *less competent*- suggests that JCCS students should be served by less competent teachers. Angelito was correct- I could be anywhere. Perhaps this is exactly why I prefer to remain. Thank you both for listening.

PUBLIC NOTICE

LOS ANGELES COUNTY OFFICE OF EDUCATION

9300 Imperial Highway
Downey, CA 90242-2890

TO: General Public
FROM: Debra Duardo, M.S.W., Ed.D., County Superintendent of Schools
SUBJECT: Public Hearing Announcement – Reduction-In-Force Reports for Certificated Employees

DATE: Tuesday, February 20, 2018
TIME: 10:00 a.m.
LOCATION: Los Angeles County Office of Education
Board Room / Education Center 100
9300 Imperial Highway
Downey, CA 90242-2890

This notice is to inform you that on February 20, 2018, the Los Angeles County Superintendent will take action on the following Reduction-in-Force Reports for Certificated Employees:

Resolution No. 1-S Reduction or Discontinuation of Particular Kinds of Service (PKS)
Resolution No. 2-S Release of Employees Serving in Teaching Positions Requiring Certification Qualifications Pursuant to Temporary Contracts
Resolution No. 3-S Determining Order of Termination for Certificated Personnel
Resolution No. 4-S Release and/or Non-reelection of Employees Serving in Teaching Positions Requiring Certification Qualification Pursuant to Provisional Credentials
Resolution No. 5-S Establishment of Skip Criteria
Resolution No. 6-S Establishment of Competency Criteria in Selected Certificated Positions

This Public Notice may be viewed on the LACOE website at www.lacoe.edu, as well as in Education Center, Education Center East, and Education Center West.

If you have any questions or comments regarding this matter, please direct them to Human Resource Services by telephone at (562) 803-8348 or by fax at (562) 469-4374.

Please Do Not Remove

Posted: February 15, 2018

Note: The Los Angeles County Office of Education encourages those with disabilities to participate fully in the public meeting process. If you need a disability-related modification or accommodation, including auxiliary aids or services, to participate in the public meeting, please contact the Office of Risk Management at (562) 401-5760 at least 48 hours prior before the scheduled public hearing so that we may make every reasonable effort to accommodate you. [Government Code 54953.2; American Disabilities Act of 1990, 202 (42 U.S.C. 12132)]

Agenda

LOS ANGELES COUNTY BOARD OF EDUCATION

9300 Imperial Highway, Downey, CA 90242

Phone (562) 922-6128 Fax (562) 940-1727

No. 3: 2017-2018

Procedures for addressing the Superintendent are available in the entry to the Hearing Room. To request a disability-related accommodation under the ADA, please call Ms. Kelly Lien at (562) 803-8297 at least 24 hours in advance.

Superintendent's Hearing

Tuesday, February 20, 2018

10:00 a.m.

Education Center – Board Room, EC-100

I. PUBLIC HEARING

Report on Reduction in Force for Certificated Employees

Attachment 1

Reduction or Discontinuance of Particular Kinds of Services (PKS)

Attached is Resolution **No. 1-S** to Reduce or Discontinue Particular Kinds of Services (PKS).

Based upon the reduction or discontinuance of the particular kinds of services set forth in Resolution **No. 1-S**, it will be necessary to decrease the number of certificated employees employed by the Los Angeles County Superintendent of Schools.

Attachment 2

Termination of Temporary Contracts

Attached is Resolution **No. 2-S** to Release Employees Serving in Teaching Positions Requiring Certification Qualifications Pursuant to Temporary Contracts.

Education Code Section 44954 requires the County Superintendent to notify certain temporary employees before the end of the school year of the County Superintendent's decision to not reelect the employees for the next succeeding school year.

Attachment 3

Determination of Order for Termination of Certificated Personnel (Seniority Tie-break)

Attached is Resolution **No. 3-S** to Determine Order of Termination of Certificated Personnel.

The County Superintendent is required to determine the order of termination, as between employees who first rendered paid service to LACOE on the same date, solely on the basis of the needs of the programs administered by the County Superintendent and the students participating in those programs.

Attachment 4

Release and/or Non-Reelection of Provisional Staff

Attached is Resolution **No. 4-S** to Release and/or Non-Reelect Employees Serving in Teaching Positions Requiring Certification Qualifications Pursuant to Provisional Credentials.

Education Code Section 44911 provides, in pertinent part, "Service by a person under a provisional credential shall not be included in computing the service required as a prerequisite to attainment of, or eligibility to, classification as a permanent employee of a school district."

Attachment 5

Establishment of Skipping Criteria

Attached is Resolution **No. 5-S** to Establish Skipping Criteria

Education Code Section 44955 provides the County Superintendent may deviate from terminating in order of seniority if the County office demonstrates a specific need for personnel to teach a specific course of study and that the certificated employee has special training and experience necessary to teach that course or course of study or to provide those services, which others with more seniority do not possess.

Attachment 6

Establishment of Competency Criteria in Selected Certificated Positions

Attached is Resolution **No. 6-S** to Establish Competency Criteria in Selected Certificated Positions

Education Code Section 44955 provides the County Superintendent may establish “competency criteria” if the County Office demonstrates a specific need for personnel to teach a specific course of study and that the certificated employee has special training and experience necessary to teach that course or course of study or to provide those services, which others with more seniority do not possess.

BEFORE THE LOS ANGELES COUNTY SUPERINTENDENT OF SCHOOLS

LOS ANGELES COUNTY, CALIFORNIA

**RESOLUTION TO REDUCE OR DISCONTINUE
PARTICULAR KINDS OF SERVICE**

RESOLUTION NO. 1-S

WHEREAS, pursuant to Education Code section 44955, it is the opinion of the Los Angeles County Superintendent of Schools, Dr. Debra Duardo, (hereinafter County Superintendent), that it has become necessary to reduce or discontinue particular kinds of services; and

WHEREAS, the County Superintendent is the employer of all employees working for the Los Angeles County Office of Education; and

WHEREAS, it is the opinion of the County Superintendent that the following particular kinds of services be reduced or discontinued for the 2018-2019 school year:

EDUCATIONAL PROGRAMS

A.	Division of Student Programs / LA County Court Schools SELPA	FTE
1.	Counselor	5
2.	Educational Audiologist	1
3.	Resident Teacher on Assignment	1
4.	School Psychologist	3
5.	Teacher APE	1
6.	Teacher JCS	5
7.	Teacher ED	1
8.	Teacher ISP	1
9.	Teacher LSS	1
10.	Teacher Resource Specialist Program	2
	Subtotal	21

EDUCATIONAL SERVICES

A.	Division of Accountability, Support and Monitoring	FTE
1.	Project Director III	2
2.	Coordinator II	1
3.	Consultant II	1
	Subtotal	4

B.	Division of Curriculum and Instructional Services	FTE
1.	Project Director III	1
2.	Consultant II	1

Subtotal	2
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C.	Division of Special Education	FTE
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1.	Assistant Director	1
2.	Assistant Principal	8
3.	Coordinator II	3
4.	Counselor	1
5.	Director II	1
6.	Educational Audiologist	5
7.	Principal	1
8.	Regional School Psychologist	1
9.	School Nurse	6
10.	School Psychologist	12
11.	Teacher APE	4
12.	Teacher Autism	13
13.	Teacher CAR	2
14.	Teacher DHH	23
15.	Teacher DIS HH	2
16.	Teacher ED	8
17.	Teacher ID DH	12
18.	Teacher ID	6
19.	Teacher LSS	33
20.	Teacher LSS No Cred	8
21.	Teacher MD	9.4
22.	Teacher Mobility	2
23.	Teacher ORT	2
24.	Teacher VH	9
25.	Teacher on Special Assignment	2

Subtotal	174.4
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TECHNOLOGY SERVICES

A.	Instructional Technology Outreach	FTE
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1.	Consultant II	1
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Subtotal	1.0
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Total Positions to be eliminated	202.4
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WHEREAS, it is the opinion of the County Superintendent that it is necessary by reason of the aforementioned reductions and discontinuances of service, to decrease the number of certificated employees by the equivalent of **202.4** FTE employees for the 2018-2019 school year;

WHEREAS, in determining the amount of service to be reduced, the County Superintendent has considered all assured attrition, and the reductions identified above are in addition to any assured attrition known at the time of this resolution;

WHEREAS, the Education Code requires that various actions be taken and notices be forwarded no later than March 15th of each school year regarding layoffs of certificated personnel resulting from reductions of particular kinds of service;

NOW, THEREFORE, BE IT RESOLVED, by the County Superintendent, that for the 2018-2019 school year, the particular kinds of services to be provided by Los Angeles County Office of Education shall be and hereby are reduced to the extent hereinabove set forth;

BE IT FURTHER RESOLVED pursuant to Education Code section 44955, that due to the reduction or discontinuance of particular kinds of services, the legal number of employees of the County Superintendent, as set for herein, are not to be reemployed for the 2018-2019 school year;

BE IT FURTHER RESOLVED that the Chief Human Resources Officer, or her designee, is directed to provide Notice of Recommendation Not to Reemploy, in accordance with the provisions of sections 44949 and 44955 of the Education Code, to the number of certificated employees allowed pursuant to Education Code section 44955;

BE IT FURTHER RESOLVED that the Chief Human Resources Officer, or her designee, is delegated the authority to take all actions necessary and proper to the accomplishment of the purposes of this Resolution.

The foregoing Resolution is adopted by Debra Duardo, M.S.W., Ed.D., the duly appointed Los Angeles County Superintendent of Schools, on February 20, 2018.

Debra Duardo, M.S.W., Ed.D.
Los Angeles County Superintendent of Schools

BEFORE THE LOS ANGELES COUNTY SUPERINTENDENT OF SCHOOLS

STATE OF CALIFORNIA

**RESOLUTION REGARDING RELEASE OF EMPLOYEES SERVING IN TEACHING
POSITIONS REQUIRING CERTIFICATION QUALIFICATIONS PURSUANT TO
TEMPORARY CONTRACTS**

RESOLUTION NO. 2-S

WHEREAS, the County Superintendent currently employs various persons serving in teaching positions pursuant to temporary employment contracts;

WHEREAS, some employees' temporary contracts indicate an expiration date of June 30, 2018, at the latest;

WHEREAS, Education Code section 44954 arguably requires the County Superintendent to notify certain temporary employees before the end of the school year of the County Superintendent's decision to not reelect the employee for the following school year;

WHEREAS, the County Superintendent wishes to terminate the services of the below listed employees serving in teaching positions pursuant to temporary employment contracts;

WHEREAS, the County Superintendent wishes to provide notice to employees whose services will not be continued into next school year, of their non-reelection and release from employment (effective upon the close of the current school year), so such individuals may commence consideration of employment alternatives elsewhere for the following school year;

WHEREAS, the County Superintendent reserves the right to identify additional similarly situated employees as planning continues for educational services for the following school year;

NOW, THEREFORE, BE IT DETERMINED, that the individuals identified in **Exhibit A** serving pursuant to temporary contracts are not reelected for the 2018-2019 school year and are released from employment with the Los Angeles County Superintendent of Schools effective upon the close of the 2017-2018 school year or their temporary contracts, whichever occurs first;

BE IT FURTHER DETERMINED that the Chief Human Resources Officer, or her designee(s), provide notice to each employee identified in **Exhibit A** of his or her release and non-reelection effective upon the close of the 2017-2018 school year or the expiration of any applicable temporary contract (whichever occurs first), and that his or her employment with the Los Angeles County Superintendent of Schools is thereby ended accordingly.

The foregoing Determination was made on the 20th day of February 2018

Debra Duardo, M.S.W., Ed.D.
Los Angeles County Superintendent of Schools

BEFORE THE LOS ANGELES COUNTY SUPERINTENDENT OF SCHOOLS

STATE OF CALIFORNIA

**RESOLUTION DETERMINING ORDER OF TERMINATION
FOR CERTIFICATED PERSONNEL**

RESOLUTION NO. 3-S

WHEREAS, pursuant to Education Code section 44955, the County Superintendent is required, as between employees who first rendered paid service to the County Superintendent on the same date, to determine the order of termination solely on the basis of the needs of the programs administered by the County Superintendent and the students participating in those programs;

WHEREAS, Education Code section 44955 requires that upon the request of any employee whose order of termination is determined as stated above, the County Superintendent shall furnish in writing no later than five days prior to the commencement of the hearing held in accordance with section 44949, a statement of the specific criteria used in determining the order of termination and the application of the criteria in ranking each employee relative to the other employees in the group;

NOW, THEREFORE, BE IT DETERMINED, as follows:

1. That the County Superintendent determines that the needs of the programs under her jurisdiction and the students participating in those programs are best served by resolving seniority ties within the meaning of Education Code sections 44955(b) and 44846, by applying the criteria set forth in paragraphs 4 through 10 below;
2. That as between employees who first rendered paid service to the County Superintendent in a probationary position on the same date, the order of termination of said employees shall be determined by reference to the criteria which follow and the application thereof to each employee;
3. That the criteria set forth in paragraphs 4 through 10 below are listed in priority order and each criterion shall be used only if the preceding criteria does not delineate the order of termination;
4. As between certificated employees possessing the same seniority date as defined in Education Code section 44845, then employees who possess full English Language Learner authorization, i.e., Cross-Cultural Language and Academic Development (CLAD) or equivalent authorization recognized by the California Commission on Teacher Credentialing, will be regarded as having greater seniority for purposes of determining seniority order than employees who do not possess such authorization;

5. Assuming that the preceding paragraphs do not resolve all ties between employees possessing the same seniority date, then employees with the following authorizations, in order of preference, will be regarded as having greater seniority for purposes of determining seniority order:
 - a. Clinical Rehabilitative, Language, Speech, and Hearing
 - b. Deaf and Hard of Hearing
 - c. Visually Impaired
 - d. Occupational Therapy/Physical Impairment
 - e. Adapted Physical Education
 - f. Education Specialist (Moderate/Severe or SH credential)
 - g. Education Specialist (Mild-Moderate)
 - h. Learning Handicapped (Mild-Moderate)
 - i. Resource Services (RSP/RST)
 - j. Early Childhood
 - k. Single Subject
 - l. Secondary Elementary
 - m. Multiple Subject
 - n. Standard Elementary
6. Assuming that the preceding paragraphs do not resolve all ties between employees possessing the same seniority date, then employees possessing the greater number of non-provisional credentials that may be used in rendering service to the County Superintendent will be regarded as having greater seniority for purposes of determining seniority order than employees possessing the lesser number of such credentials;
7. Assuming that the preceding paragraphs do not resolve all ties between employees possessing the same seniority date, then employees with the following provisional credentials, in order of preference, will be regarded as having greater seniority for purposes of determining seniority order:
 - a. District Intern
 - b. University Intern
 - c. Variable Term Waiver
 - d. Provisional Internship Permit
 - e. Short Term Staff Permit
8. Assuming that the preceding paragraphs do not resolve all ties between employees possessing the same seniority date, then employees with earlier first dates of paid service to the County Superintendent in any capacity will be regarded as having greater seniority for purposes of determining seniority order than employees with later first dates of paid service to the County Superintendent in any capacity;

9. Assuming that the preceding paragraphs do not resolve all ties between employees possessing the same seniority date, then employees with an earlier date of first certification by the California Commission on Teacher Credentialing (CCTC) will be regarded as having greater seniority for purposes of determining seniority order than employees with a later date of first certification by CCTC;
10. Assuming that the preceding paragraphs do not resolve all ties between employees possessing the same seniority date, a random drawing shall be conducted which may be observed by the affected employees and/or a bargaining unit representative.

Such criteria shall be applied to rank the order of individuals for purposes of layoff and reemployment, subject to exceptions allowed by law;

The foregoing Determination was adopted by the Los Angeles County Superintendent of Schools on the 20th day of February 2018.

Debra Duardo, M.S.W., Ed.D.
Los Angeles County Superintendent of Schools

BEFORE THE LOS ANGELES COUNTY SUPERINTENDENT OF SCHOOLS

STATE OF CALIFORNIA

**RESOLUTION REGARDING RELEASE AND/OR NON-REELECTION OF
EMPLOYEES SERVING IN TEACHING POSITIONS REQUIRING CERTIFICATION
QUALIFICATIONS PURSUANT TO PROVISIONAL CREDENTIALS**

RESOLUTION NO. 4-S

WHEREAS, the County Superintendent currently employs various persons serving in teaching positions pursuant to temporary employment contracts and/or as employees serving solely pursuant to and possessing only Short Term Permits or instead as employees serving solely pursuant to and possessing only a Provisional Intern Permits or instead as employees serving solely pursuant to and possessing only a variable term waivers or instead as employees serving solely pursuant to and possessing only a university or District internship credentials;

WHEREAS, some persons holding solely Short Term Staffing Permits, Provisional Intern Permits, variable term waivers, or intern credentials are also employed pursuant to temporary contracts;

WHEREAS, some employees' temporary contracts indicate an expiration date of June 30, 2018, at the latest;

WHEREAS, Education Code section 44954 arguably requires the County Superintendent to notify certain temporary employees before the end of the school year of the County Superintendent's decision to not reelect the employee for the following school year;

WHEREAS, as the County Superintendent reviews the educational priorities of the Los Angeles County Office of Education and the methods and means of providing educational services and determines the kinds of personnel required, the County Superintendent intends to decrease, where possible, reliance upon employees serving in certificated staffing positions pursuant to and possessing only provisional permits, and recognizes such effort to be consistent with state and federal law and with elevating the training and/or experience levels of its certificated staff to provide the most highly qualified certificated staff available for students served by the County Superintendent and Los Angeles County Office of Education;

WHEREAS, in order to employ individuals holding provisional permits, the County Superintendent is required to conduct a diligent search and determine that the County Superintendent is unable to recruit a sufficient number of fully certificated teachers, and must thereafter submit to the California Commission on Teacher Credentialing a Declaration of Need verifying that there is an insufficient number of certificated persons who meet the County Superintendent's specified employment criteria for the positions as to which provisional permits are requested;

WHEREAS, the employment of persons holding only provisional permits or variable term waivers is governed by and subject to such unavailability of other certificated individuals, yet the County Superintendent believes current circumstances indicate a significant probability exists that a sufficient number of fully credentialed teachers (for example, possessing preliminary or clear credentials) will be available to perform the services of those provisional permit or variable term waiver employees listed in **Exhibit A**, so that the County Superintendent cannot fulfill the legal prerequisites contained within statutes and regulations upon which these individuals' continued employment is conditioned, the County Superintendent will not be able to approve the Declaration of Need as to some of these listed employees, and the individuals listed below will accordingly not be reemployed by the County Superintendent;

WHEREAS, service as an intern does not advance an individual towards acquiring tenure until the person has completed a teaching internship program and is then employed for at least one complete school year by the employer for which he or she served as an intern during the immediately preceding school year, with tenure being achieved upon reelection for the next succeeding school year following the completion of the one year after the internship program (Education Code section 44466);

WHEREAS, for the above reasons whether considered individually or cumulatively, the County Superintendent wishes to terminate the services of the below listed employees effective upon the close of this current school year;

WHEREAS, the County Superintendent wishes to provide notice to employees whose services will not be continued into the next school year, of their non-reelection and release from employment (effective upon the close of the current school year), so such individuals may commence consideration of employment alternatives elsewhere for the following school year;

WHEREAS, the County Superintendent reserves the right to identify additional similarly situated employees as planning for educational services for the following school year continues;

NOW, THEREFORE BE IT DETERMINED, that the individuals identified in **Exhibit A** serving pursuant to temporary contracts and/or serving pursuant solely to and possessing only Short Term Staffing Permits or Provisional Intern Permits or variable term waivers, or internship credentials are not reelected for the following school year and are released from employment with the Los Angeles County Superintendent of Schools effective upon the last day of this current school year or the last day of their temporary contract, whichever occurs first.

BE IT FURTHER DETERMINED, that the Chief Human Resources Officer, or her designee(s), provide notice to each of the employees listed in **Exhibit A** of his or her release and non-reelection effective upon close of the 2017-2018 school year or the expiration of any applicable temporary contract (whichever occurs first), and that his or her employment with the Los Angeles County Superintendent of Schools is thereby ended accordingly.

The foregoing Determination is made on this 20th day of February 2018.

Debra Duardo, M.S.W., Ed.D.

Los Angeles County Superintendent of Schools

BEFORE THE LOS ANGELES COUNTY SUPERINTENDENT OF SCHOOLS

STATE OF CALIFORNIA

RESOLUTION ESTABLISHING SKIP CRITERIA

RESOLUTION NO. 5-S

WHEREAS, pursuant to Education Code section 44955, the County Superintendent may deviate from terminating in order of seniority if the County Office demonstrates a specific need for personnel to teach a specific course of study and that the certificated employee has special training and experience necessary to teach that course or course of study or to provide those services, which others with more seniority do not possess;

NOW, THEREFORE, BE IT DETERMINED:

1. For the 2018-2019 school year to meet the requirements of Education Code section 44955, the Los Angeles County Office of Education shall retain certificated employees in the particular kinds of services, regardless of their seniority, to the extent one or more of their assignments meet any of the following criteria:
 - a. Probationary or permanent certificated employees who are currently assigned to the Los Angeles County Outdoor Science School as an Outdoor Education teacher, possessing specialized training and at least two years' experience in a residential outdoor science school.

The Superintendent, or her designee, is authorized to determine which employees qualify to be “skipped” from the Reduction in Force and to determine the manner in which the foregoing criteria shall be applied to each employee.

For purposes of Los Angeles County Office of Education’s reduction in force, “skipping” refers to a junior teacher being retained for specific reasons (*Bledsoe v. Biggs Unified School District* (2008) 170 Cal. App. 4th 127, 130 n.3).

The foregoing Determination was adopted by the Los Angeles County Superintendent of Schools on the 20th day of February 2018.

Debra Duardo, M.S.W., Ed. D.
Los Angeles County Superintendent of Schools

BEFORE THE LOS ANGELES COUNTY SUPERINTENDENT OF SCHOOLS

STATE OF CALIFORNIA

**RESOLUTION ESTABLISHING COMPETENCY CRITERIA IN SELECTED
CERTIFICATED POSITIONS**

RESOLUTION NO. 6-S

WHEREAS, pursuant to Education Code section 44955, the County Superintendent may establish “competency criteria” if the County Office demonstrates a specific need for personnel to teach a specific course of study and that the certificated employee has special training and experience necessary to teach that course or course of study or to provide those services, which others with more seniority do not possess;

NOW, THEREFORE, BE IT DETERMINED, as follows:

1. For the 2018-2019 school year, to meet the requirements of Education Code section 44955, the Los Angeles County Office of Education (LACOE) shall retain certificated employees in the particular kinds of services, regardless of their seniority, in the following manner:
2. “Competency criteria” shall be utilized by LACOE to assist in determining whether affected employees may displace or bump junior employees for teaching. For the purposes of Education Code sections 44955, 44956, and 44957, the following criteria shall be used to determine competency:
3. If the proposed assignment is in a specialized high school, either IPoly High School or the Los Angeles County High School for the Arts, teaching a course that satisfies the University of California “a-g” subject requirements, the employee must possess the appropriate credential for the assignment and have taught at least one “a-g” subject for at least two consecutive semesters in the past seven (7) school years (2011-2012 or later) while classified as a probationary or permanent employee, and the subject taught must have been within the same “a-g” subject requirement, for which they are credentialed, as the proposed 2018-2019 assignment;
4. If the proposed assignment is as a Speech and Language Pathologist predominantly serving the Larson East Principal Administrative Unit, the employee must be fluent in American Sign Language (ASL), and have maintained a caseload of at least five hearing impaired students for at least two consecutive semesters in the past seven (7) school years (2011-2012 or later) while classified as a probationary or permanent employee.

The Superintendent or designee is authorized to determine the specialized background, training, and experience required of employees teaching specific courses of study and to determine the manner in which such criteria will be applied to employees for the purposes of bumping. (Cal. Ed. Code §§ 44955(b), 44955(d)(1); *Bledsoe v. Biggs Unified School District* (2008) 170 Cal. App. 4th 127, 137-38.) For purposes of Los Angeles County Office of Education's reduction in force, "bumping" refers to a senior teacher moving into the position of a junior teacher." (*Id.* at 130 n.1.)

The foregoing Determination was made on the 20th day of February 2018.

Debra Duardo, M.S.W., Ed.D.
Los Angeles County Superintendent of Schools